

**Texas Statewide Health Coordinating Council**

**Center for Nursing Workforce Studies Advisory Committee**

Minutes of Meeting Held January 18, 2006  
10:00 am – 3:00 pm

Texas Department of State Health Services  
Center for Health Statistics  
1100 West 49th Street  
Austin, Texas 78756  
Room M-739

Members Attending

Patricia L. Starck, DSN, RN, FAAN, Co-Chair  
Alexia Green, PhD, RN, FAAN, Co-Chair  
Marla Cottenoir, MSN, RN  
Thelma Davis, LVN  
Kathryn Griffin MSN, RN, CNAA, BC  
Rachel Hammon, RN  
Clair Jordan, MSN, RN  
Susan McBride, MS, RN  
Jackolyn Morgan, MSN, RN  
Thalia Munoz, MS, RN  
Elizabeth Poster, PhD, RN, FAAN  
Carol Reineck, PhD, RN, CCRN, CNAA-BC  
Katherine Thomas, MN, RN  
Poldi Tschirch, PhD, RN

Members Absent

Elizabeth Abel PhD, RN, CFNP, excused  
Joyce Batcheller, RN, MSN, CNAA, RWJ Nursing Fellow, excused  
Donna Carlin, MSN, RN, excused  
Robin Hayes, RN, excused  
Mary Elizabeth Jackson, excused  
Pearl E. Merritt, Ed.D, MSN, MS, RN, excused  
Elizabeth Sjoberg, JD, RN, excused

Staff Present

Priscilla Boston, Program Specialist, Texas Center for Nursing Workforce Studies (TxCNWS)  
Nora Douglas, MA, Program Specialist, TxCNWS  
Aileen Kishi, PhD, RN, Program Specialist, TxCNWS  
Bruce Gunn, PhD, Manager, Health Provider Resources Branch (HPRB)

**Texas Statewide Health Coordinating Council****Center for Nursing Workforce Studies Advisory Committee**

Minutes of Meeting Held January 18, 2006  
10:00 am – 3:00 pm

Texas Department of State Health Services  
Center for Health Statistics  
1100 West 49th Street  
Austin, Texas 78756  
Room M-739

<b>Welcome and Introductions</b>	<p>Drs. Patricia Starck and Alexia Green, co-chairs of the Center for Nursing Workforce Studies Advisory Committee (CNWSAC) called the meeting to order at 10:00 a.m.</p> <p>CNWSAC members, staff and audience introduced themselves.</p>
<b>Establish Quorum and Approval of Excused Absences</b>	<p><b>A motion was made by Carol Reineck and seconded by Kathryn Griffin to approve requests for excused absences for today from Joyce Batcheller, Donna Carlin, Robin Hayes, Elizabeth Abel, Elizabeth Sjoberg, Mary Elizabeth Jackson and Pearl Merritt. The motion carried.</b></p>
<b>Quorum Attained</b>	<p>A quorum of members was present; hence the committee was able to take actions at this meeting.</p>
<b>Review of January 18, 2006 Agenda</b>	<p>The agenda was reviewed and was reordered by Dr. Green.</p>
<b>Approval of Minutes of November 16, 2005 Meeting</b>	<p>The minutes from the meeting of November 16, 2005 were reviewed. No changes or corrections were requested.</p> <p><b>A motion was made by Marla Cottenoir and seconded by Thelma Davis to adopt the minutes of the meeting. The motion passed unanimously.</b></p>
<b>Update Report from Statewide Health Coordinating Council (SHCC) – Connie Turney</b>	<p>Connie Turney presented an update report from the Statewide Health Coordinating Council (SHCC).</p> <p>SB45 – Creation of Healthcare Information Technology Advisory Committee (HITAC):</p> <ul style="list-style-type: none"> <li>• 9 members are required to form the committee. 2 public members were appointed to make 11 members. Dr. Susan McBride was appointed to represent nursing.</li> <li>• HITAC will prepare a long-range Healthcare Information Technology (IT) plan for the state of Texas with maximum inclusion of stakeholders.</li> <li>• On December 1, 2005 a Health Policy Forum was held and information from this meeting will be gathered to use in four regional symposiums being held:</li> </ul>

	<p>February 21, 2006 in Harlingen February 22, 2006 in Houston February 23, 2006 in Dallas February 24, 2006 in Lubbock</p> <ul style="list-style-type: none"> <li>• The Health IT Plan will be written by the Governor's office, but the CNWSAC will have the opportunity to provide input.</li> </ul> <p>Texas State Health Plan '07-'08 update:</p> <ul style="list-style-type: none"> <li>• Draft will be out by mid-July.</li> <li>• March 9, 2006 – Texas Statewide Health Workforce and Technology Summit</li> <li>• Stakeholders have been asked to review the '05-'06 Health Plan with Health IT in mind. The CNWSAC created a subgroup to look at the Health Plan recommendations and to present findings to the CNWSAC during their May 24, 2006 meeting. Alexia Green will chair the subgroup and Susan McBride, Poldi Tschirch, Clair Jordan and Carol Reineck will also be members of the subgroup.</li> </ul>
<p><b>Report from Texas Higher Education Coordinating Board Regarding SB132: Study of Strategies for Increasing Graduation Rates from RN Programs – Leslie Mayrand, Chair of Committee to Increase Nurse Graduates in Texas</b></p>	<p>Dr. Leslie Mayrand made a presentation of work-to-date on SB132 in regard to the study on strategies from increasing RN graduation rates. The timeline for work of the Texas Higher Education Coordinating Board (THECB) was presented.</p> <p>Dr. Mayrand indicated that the study would possibly be a two-phase process. In the first phase, program administrators, faculty and students will complete surveys. The second phase will ask about the impact of implementing recommendations to increase RN graduation rates. The second phase will ask for input from college/university administrators, chief nursing officers (CNOs) and nursing program administrators.</p> <p>Dr. Susan McBride expressed concern that CNOs were being over-surveyed. Dr. Kishi suggested that the second survey about recommendations be coordinated with the TxCNWS survey on competency.</p>

**Report from the  
Health  
Professions  
Resource Center  
(HPRC)  
Regarding  
HB916: Health  
Care Delivery  
System Study –  
Brian King**

Brian King gave a report on progress of HB916.

The sample includes 7 communities:

- Bastrop in Bastrop County
- Hereford in Deaf Smith County
- Bonham in Fannin County
- Edna in Jackson County
- Livingston in Polk County
- Rio Grande City in Starr County
- Monohans in Ward County

The survey will be distributed to:

- 77 Physicians
- 30 Physicians Assistants
- 7 Nurse Practitioners
- The EMS Directors in each community
- 1 Dentist in each community
- 1 Pharmacist in each community

20-30 facilities in these communities will also be contacted, including:

- Hospitals
- Rural health clinics
- Federally qualified health centers
- Family planning clinics

Area Health Education Center (AHEC) staff will conduct surveys and results should be in by April 1, 2006. A draft of the report will be ready to present to SHCC by August.

Elizabeth Poster expressed concern at the lack of Nurse Practitioners in the study and a shortage of mental health workforce such as psychiatrists in the DFW area. Clair Jordan suggested the study include Iraan, Texas in Pecos County because it had a large number of nurse practitioners. A general concern for not including the mental health workforce in the study was expressed by Elizabeth Poster, Susan McBride, Carol Reineck. Pat Starck and Thalia Munoz requested copies of the survey for review by the committee.

Facility Survey Revisions: The item, “mental health professionals” was added to #8 on the facility survey as letter “f”. The items, “social workers”, “psychologists” and “nonprofessional such as community health worker or promotoras” was added to #12.

Provider Survey Revisions: A definition of, “recruited” was requested by Elizabeth Poster. #4, letter k, “physician” was changed to, “provider”. The item, “availability of consultation through telemedicine” was added to #12 as letter “o”.

It was decided that Aileen Kishi would give a copy of the survey to Lynda Woolbert for her review and feedback.

<b>“Health and Nurses in Texas” – Report of the 2004 Career Fulfillment Survey – Carol Reineck</b>	<p>Carol Reineck gave an introduction to the “Health and Nurses in Texas” – Report of the 2004 Career Fulfillment Survey. The report concluded that nurses were concerned about safe patient handling and that RN’s in border areas were more likely to have health problems. The report also concluded that RN’s were inadequately trained on technology but believed that technology enables better care. Approximately one-fourth of nurses reported experiencing patient harassment.</p> <p>The full report is available at <a href="http://www.uthscsa.edu">www.uthscsa.edu</a>.</p> <p>Pat Starck asked for more information about abuse from patients. Dr. Reineck responded that part of the problem is that RNs have heavy workloads and cannot always spend enough time with patients. Thelma Davis stated that there were not enough RNs to do bedside care and that LVNs could be doing more of this work, if properly trained. Carol Reineck stated that much of the abuse seems to be coming from emergency room patients.</p>
<b>Report from Hospital Subcommittee – Susan McBride</b>	<p>Susan McBride recommended that the “Declaration of Safe Harbor” question be pulled from the Hospital Nurse Staffing Survey until a full definition can be developed, with the purpose of including the question in the next survey. Joyce Batcheller was in on this part of the discussion via conference call and also recommended the question be removed until further study could be done on the item.</p>
<b>Implementation of the Hospital Nurse Staffing Survey</b>	<p><b>A motion was made by Carol Reineck and seconded by Kathryn Griffin that the item on Safe Harbor be struck and that further investigation be done in the item to be included in a future version of the survey. The motion was approved unanimously.</b></p>
<b>Competency Survey for Hospital Facilities</b>	<p>Aileen Kishi reported on the Texas Nurses Association’s (TNA’s) Competency Task Force’s work to develop a regulatory framework for validating continuing competency for relicensure. Once this framework is established, Dr. Kishi will ask for input from the Task Force regarding developing a competency survey for hospital facilities.</p>
<b>Nursing Workforce Issues and Data Related to Foreign Educated Nurses – Kathy Thomas</b>	<p>Kathy Thomas presented a report about Internationally Educated Nurses (IENs) in Texas.</p> <p>IENs are most like to be:</p> <ul style="list-style-type: none"> <li>• working in med/surg areas (followed by ICUs and OBGYN)</li> <li>• working in hospitals (followed by out patient hospitals and home health)</li> <li>• BSN educated (followed by Diploma)</li> <li>• working in staff positions (followed by head nurse, supervisor and administrative positions)</li> <li>• between the ages of 44 and 54</li> </ul>

	<ul style="list-style-type: none"> <li>• Asian</li> </ul> <p>Additional demographics:</p> <ul style="list-style-type: none"> <li>• In 2005, the NCLEX pass rate for IENs is 58.2% compared to 85.3% for U.S. grads.</li> <li>• Approximately 15% of the RNs in Texas are IENs.</li> <li>• China is trying to double its enrollment and graduation of RNs.</li> <li>• Currently the Philippines is the biggest exporter of RN's to Texas (followed by Canada, India and Nigeria.)</li> </ul> <p>Discussion was held about the impact of IENs in Texas.</p> <ul style="list-style-type: none"> <li>• Thalia Munoz stated that some hospitals have to hire IENs because nurses would quit otherwise. Nurses today are well read on nursing issues and know that an RN/patient ratio greater than 1 to 4 can lead to unsafe conditions for patients.</li> <li>• There was also discussion about the effect of IEN recruitment on vacancy rates with data showing that it may not decrease vacancy rates and may lead to lower production of new RN graduates in that particular region of Texas.</li> </ul> <p>A subgroup was created to study the data more fully. Carol Reineck will chair the group and Susan McBride, Clair Jordan, Kathy Thomas, Aileen Kishi and Nora Douglas will also be members. The subgroup will look at the IEN data and trends, the advantages and disadvantages of bringing in IENs. Clair Jordan will present data from a study in Corpus Christi along with any information from the legislature.</p>
<b>Report from TxCNWS</b>	Dr. Aileen Kishi directed the committee to the written report on TxCNWS activities including progress on SB132: Assessing and Determining Projections for Number of RNs and RN Graduates Needed in Texas, the implementation of the Hospital Expansion of Bed Survey and the development of web-based system for the Board of Nurse Examiners' Annual Survey of Nursing Education Programs.
<b>SB132: Assessing and Determining Projections for Number of RNs and RN Graduates Needed in Texas</b>	No questions were asked about SB132.
<b>Implementation of the Hospital Expansion of Bed Survey</b>	Dr. Kishi clarified that the Hospital Expansion of Bed Survey would be voluntary and confidential. Elizabeth Poster asked whether hospitals that were under construction would be included in the survey. Dr. Kishi responded that they would not be able to reach these facilities. Dr. Poster suggested that this issue be addressed. Thalia Munoz responded to a comment about being able to track down these facilities and said that she thought these hospitals did need to get their plans approved by the state. It

<b>Development of Web-Based System for the Board of Nurse Examiners' Annual Survey of Nursing Education Programs</b>	<p>was decided that Aileen Kishi would look into hospitals that are building, but are not open yet. Possibly the information will be available through the Texas Hospital Association (THA), or the Hospital Licensing Department at the Department of State Health Services (DSHS.)</p> <p>No questions were asked about the Web-Based System.</p>
<b>System to Track the Impact of Recent Legislation in Nursing</b>	<p>Updates from four subgroups:</p> <p><u>Donna Carlin (THECB)</u> – Alexia Green presented the following recommendations on behalf of this subgroup. It is recommended that the CNWSAC should get reports from the Texas Higher Education Coordinating Board (THECB) on an annual basis on:</p> <ul style="list-style-type: none"> <li>• The number of students who are tuition exempt (and tuition amount) because they have a parent teaching in a professional nursing program.</li> <li>• The number of students who are tuition exempt because they have a parent who is a preceptor in a professional nursing program.</li> <li>• The amount of money allocated to nursing programs for increasing graduates and the number of students (per program.)</li> </ul> <p>Alexia Green added that the CNWSAC should also retrospectively look at the dollars allocated to universities across the state for nursing education to see how much really got to each school/program.</p> <p>Dr. Starck suggested that Texas could use something similar to the benefits of a federal capitation system that was used in the 1970's – 1980's. This could be used as an incentive to schools of nursing to increase graduation rates. This would be one approach to provide direct funding to nursing programs. This should be considered as a possible recommendation to the legislature.</p> <p><u>Kathy Thomas (BNE)</u> – presented a report as to the status, as of January 2006, of Bills impacting the Board of Nurse Examiners (BNE) and will be keeping the CNWSAC informed as rules and regulations are developed to address legislation.</p> <p><u>Patricia Starck (SHCC)</u> – No further discussion of SB132, SB45 and HB916 was needed due to reports presented earlier in the meeting.</p> <p><u>Clair Jordan (SB1525)</u> – (Safe Patient Handling) will present report at next meeting on May 24, 2006.</p>
<b>Report from the Texas Doctorate in Nursing Practice</b>	<p>Discussion held in regard to:</p> <ul style="list-style-type: none"> <li>• Meetings held with the BNE, American Association of Colleges of Nursing (AACN) Task Force and THECB.</li> <li>• Need for establishing standards of curriculum and competency up</li> </ul>

<b>Roadmap Task Force</b>	front. <ul style="list-style-type: none"><li>• The Southern Regional Education Board (SREB) – to explore models that could be used for a Doctorate in Nursing Practice (DNP) program development, such as an electronic campus.</li></ul>
<b>Public Comment</b>	There was no public comment.
<b>Future Meeting Dates</b>	<ul style="list-style-type: none"><li>• May 24, 2006</li><li>• September 13, 2006</li><li>• November 15, 2006</li></ul>
<b>Agenda Items for May 24, 2006 Meeting</b>	<ul style="list-style-type: none"><li>• Update from SHCC</li><li>• Update from Brian King (HPRC) on HB916</li><li>• Update from TxCNWS on SB132</li><li>• Update from THECB on SB132</li><li>• Update from Susan McBride on Hospital Nurse Staffing Survey</li><li>• Update on Expansion of Bed Survey with regards to surveying hospitals that will be opening in the future</li><li>• Follow-up from subgroups on legislative bills tracking including safe patient handling</li><li>• Report from Susan McBride on SB45 HITAC progress</li><li>• Report from task force on the State Health Plan</li><li>• Report from task force on Internationally Educated Nurses</li></ul>
<b>Adjourn</b>	The meeting adjourned at 2:10p.m.

Minutes Approved:

Patricia L. Starck, DSN, RN, FAAN

Alexia Green, PhD, RN, FAAN